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CENTRAL ADMINISTRATIVE TRIBUNAL  
JODHPUR BENCH, JODHPUR

**OA No. 11/2013 & MA 64/2013**  
**Jodhpur this the 04<sup>th</sup> day of September, 2013.**

**CORAM**

**Hon'ble Mr. Justice Kailash Chandra Joshi, Member (J) and  
Hon'ble Ms. Meenakshi Hooja, Member (A)**

1. Chandra Mohan Singh S/o Shri Moti Lal, aged about 62 years, resident of Plot No. 3, Tribhawan nath-ji-ka Bangla, Behind Mahamandir Railway Station, Jodhpur, last employed on the post of Mail/Ex. Guard, in the office of Station Superintendent, Jodhpur, NWR,
2. Hari Singh S/o Shri Chhaju Ram, aged about 60 years, resident of VIII-Addi, Post Office Kashoda, Distt-Bharatpur (Rajasthan), last employed on the post of Mail/Ex/A Spl Guard, in the office of Station Superintendent, Jodhpur, NWR

.....Applicants

(Through Advocate Mr J.K. Mishra)

**Versus**

1. The Union of India through General Manager, HQ Office, North-Western Railway, Malviya Nagar near Jawahar Circle, Jaipur -17.
2. Railway Board through its Chairman, Railway Bhawan, New Delhi.
3. Assistant Personnel Officer, North-West Railway, Jodhpur Division, Jodhpur.
4. The Secretary to the Govt. of India, Ministry of Personnel, Public Grievances and Pensions, Department of Personnel and Training, North Block, New Delhi – 110 001

..... Respondents

(Respondents No. 1 to 3 through Advocate Mr Kamal Dave)  
(Respondents No. 4 through Advocate Ms K. Parveen)

**ORDER (Oral)**

**Per Justice Kailash Chandra Joshi, Member (J)**

The applicants, Shri Chandra Mohan Singh and Hari Singh  
have filed this OA against the respondents under Section 21 of the

Central Administrative Tribunal Act, 1985 challenging the legality of the impugned circular dated 10.02.2011 (Annex. A/1) and order dated 10.10.2012 (Annex. A/2) and all subsequent orders, if any passed, by the respondent-department and further he has prayed to direct the respondents to restore the due benefits of the MACP already granted to him applying the ratio of judgment in case of All India Loco Running Staff Association and others, supra. They have also prayed to permit pursuance of joint application on behalf of all the applicants under Rule 4 (5) of CAT (Procedure Rules), 1987.

2. Looking into the entire facts and circumstances of the case that all the applicants have challenged the common order of the Railway Board, therefore, we are allowing all the applicants to pursue the joint application.

3. The short facts of the case are that applicants were holding the post of Guard Mail/Pass/Goods in NWR, Jodhpur and posted in the office of Station Superintendent, Jodhpur. The applicants were as allowed due fixation of revised pay & allowances including the benefits of 2<sup>nd</sup>/3<sup>rd</sup> financial upgradation in the scale Rs 9300-34800 + Grade Pay Rs 4200 to the Grade Pay of Rs 4600 and Rs 4800 under MACP Scheme as per their entitlement. The 2<sup>nd</sup> respondent issued a circular that Guards are not entitled for MACP benefits. The applicants retired w.e.f. 30.11.2010 and 30.06.2012

respectively on attaining the age of superannuation and they were granted the pension and other retiral benefits as per the last pay drawn by them but the 3<sup>rd</sup> respondent has also issued an order dated 10.10.2012 purported to be a show cause notice, whereby the benefits of MACP granted to the applicants and other Guards have been sought to be withdrawn. The objections were also invited from the concerned individuals' upto 10.11.2012. The applicant while challenging the legality of the show cause notice Annex. A/2 and circular issued by the respondent No. 2 and 3 have sought following relief (s):

- (ii) "That impugned circular dated 10.02.2011 (Annex. A/1) and order dated 10.10.2012 (Annex. A/2), and all subsequent orders thereof, if any passed, may be declared illegal, against the provisions of MACP Scheme and the same may be quashed.
- (iii) That the respondents may be directed to restore the due benefits of MACP already granted to the applicant by applying the ratio of judgment (rather in implementation of) in the case of All India Loco Running Staff Association and Others, supra, and applicants be allowed with all consequential benefits including keeping pension/family pension and retiral benefits granted to them intact.
- (iv) That any other direction, or orders may be passed in favour of the applicants, which may be deemed just and proper under the facts and circumstances of this case in the interest of justice.
- (v) That the costs of this application may be awarded."

4. By way of reply the respondents have denied the right of the applicants to get the MACP as prayed by them and further averred that statutory rules under para 1313 of the Indian Railway Board Establishment Code (IREC) volume II, analogous to Fundamental

Rule 22 which are applicable for all the central Govt. employees, provide for pay fixation and the pay of the applicants have been fixed as per the aforesaid relevant rules and the orders of the Railway Board. It has been further averred that applicants have failed to make any grievance for the redressal to the administration as is mandatory under Section 20 of the CAT Act, 1985 to first avail all the remedies available to the aggrieved Central Govt. employee. In the present case admittedly if any grievance arose to the applicant from the notice Annex. A/2, he was under obligation to first reply to show cause notice and there is no reason to assail the legality of the show cause notice directly by the applicants in the Tribunal. The applicants are under obligation to approach administration for redressal of their grievance first and on failure to redress the same before the administration they could have approached for remedies under the CAT Act of 1985. Thus, the applicants without exhausting alternate remedy have approached this Tribunal. It has been averred that the pay of the applicants were fixed as per Railway Board's circular and the clarification RBE No. 142/2012 dated 13.12.2012 and in view of the clarification, the applicant cannot be allowed more than what an employee can be granted on his regular promotion. It has been specifically averred in the reply that pay fixation and grant of MACPs are the policy matters essentially determined in view of the policy guiding the same and the circulars of the Railway Board were issued in adherence to the policy decision. It has been

averred that courts/tribunals in exercise of their jurisdiction should not transgress into the policy decisions of the Union or State and policy decision cannot be challenged in a judicial forum. The respondents by way of reply have prayed to dismiss the OA.

5. In this case, a Miscellaneous Application bearing No. 64/2013 has been filed by the respondents for deletion of the Railway Board as a party. It has been averred in the application that the General Managers are the competent authority to be impleaded as party as per Civil Procedure Code. Per Contra counsel for the applicant contended that circular issued by the Railway Board is under challenge, therefore, the Railway Board has been impleaded as party-respondent.

6. We have considered the rival contentions raised by the parties, while keeping this point open as agreed by both the counsels, we are not inclined to decide this point today as we are deciding the OA itself.

7. Counsel for the applicants contended that Annex. A/2 is not a show cause notice to the applicants but it is an order of the execution of the Railway Board's circular which itself has been challenged and therefore, the applicants have approached this Tribunal without filing any reply to the concerned authority and he

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further contended that in the same matters the respondent-department has started the recovery from pay without giving sufficient opportunity of reply or considering the replies filed by the persons concerned. Counsel for the applicants contended that the respondent-department is not ready to consider the judgment passed by the CAT Ernakulam Bench in RA No. 16/12 in OA No. 561/2011 dated 11.04.2012.

8. Per contra counsel for the respondents vehemently contended that the respondent-department has served notice Annex. A/2 upon the applicants on the basis of principle of natural justice and after receiving reply of the applicants, the matter would have been considered by the respondents but the applicants without filing any representation to the competent authority directly approached this Tribunal, therefore, it cannot be said that the applicants have exhausted all the remedies available to them because they had an opportunity to represent the matter to the administrative authorities before filing the OA.

9. Considered rival contentions of both the parties. It is settled principle of law that one must be heard before passing any adverse order against him. In our view Annex. A/2 is a show cause notice and the applicants could submit their representations before the competent authority against the re-fixation in pursuance to Annex. A/2 but applicants instead of filing the representation directly

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approached this Tribunal. Therefore, we are proposing to dispose off this OA with certain direction to all the parties.

9. Accordingly, OA is disposed off with the directions that the applicants shall file his representation to the show cause notice (Annex. A/2) within 30 days from the date of receipt of this order. Thereafter, respondent-department shall decide the representation of the applicant within 1½ months from the date of receipt of such representation and while deciding the representation of the applicant, respondent-department is directed to take into consideration the order passed by CAT Ernakulam Bench in RA No. 16/12 in OA No. 561/2011 dated 11.04.2012 and no recovery, in pursuance to Annex. A/2, shall be affected on the applicants, upto 15 days from the date of disposal of his representations by way of an order, to allow the applicants to pursue their grievance, if advised.

10. There shall be no order as to costs.

  
(MEENAKSHI HOOJA)  
ADMINISTRATIVE MEMBER

  
(JUSTICE K.C. JOSHI)  
JUDICIAL MEMBER

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